



February 23, 2010

Dear Members of the Labor Committee:

My name is Harriet Abrams and I'm the Human Resources Director of HABCO, Inc. a privately held manufacturing company located in Glastonbury, CT. with less than 40 employees. HABCO provides ground support and testing equipment to the United States armed forces, commercial aerospace manufacturers, industrial and power generation providers and medical device manufacturers. HABCO has been in business for almost 40 years.

I am writing to voice my strong opposition to SB-63, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to re-evaluate the other benefits we provide our employees. We are currently experiencing a downturn in sales and all of our employees have had their salaries reduced by 10 – 20% and many are on the Shared Work Program through the Connecticut Department of Labor.

Currently we provide Paid Time Off benefits to regular employees who work a minimum of 20 hours per week. Our sick time, personal time and vacation time are all rolled into a Time Bank. Our employees have the flexibility to use this time as needed. Because of this flexibility, our employees do not abuse time off and use it responsibly.

I have worked at many companies that give designated 'sick time' and time and time again, employees view this as an entitlement. They often call Human Resources to find out how much 'sick time' they have remaining so that they can take it before the end of the year whether or not they are sick. The concept of 'sick time' as a benefit if you need it, isn't generally practiced when it is specifically designated as 'sick time'.

I urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut, especially during this unprecedented recession and time of job losses. Thank you for your consideration.

Signed,

*Harriet Abrams*

Harriet Abrams, MA, SPHR  
Human Resources Director

HABCO  
40 Sequin Drive  
Glastonbury, CT. 06033